

# THE LOCAL GOVERNMENT SERVICE

No. 5.

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*"By these three virtues be the frame sustained  
Of British Freedom—Independent Life,  
Integrity in Office, and o'er all  
Supreme, a passion for the Commonweal."*—THOMSON.

## Notes of the Month.

**AMALGAMATION ACCOMPLISHED.** National Poor Law Officers' Association Incorporated, on

the 29th March, amalgamation of that body with the N.A.L.G.O. became an accomplished fact on the 1st April. The process and effects of amalgamation entail something more than the decisions of the representative gatherings of the two bodies. Something more is needed than the direction of the National Executive Council and the labour of Headquarters, and that something more is the co-operation in friendship of every Branch and member concerned.

We have a situation in which an old-established and representative body decides to throw its lot in with our own organisation to meet altered conditions, and apart from the technical difficulties and problems involved in a transfer of membership and funds there is the human side to be considered. Individuals cannot be bartered or bandied about; they must be shown that any course of action is right and logical, and even then there may be a feeling of regret that this course of action, right and logical though it be, means departing from an old line of conduct or progress.

For this reason we would ask all officials and members of Branches to which former N.P.L.O.A. members are being transferred to greet their new colleagues heartily and sincerely; to help them to settle down comfortably and to give them all the information and assistance they can. Material problems involved in the position of these transferred officers under the Local Government Act are being taken up by the Association as a whole, but local members would do well to ascertain that the transferred members under-

## National Association of Local Government Officers.

### President:

P. JOHNSON, M.A., Town Clerk, Hampstead, N.W.

### Vice-Presidents:

MARSDEN, City Engineer and Surveyor, Bradford.

LORD, F.S.A.A., F.S.S., Borough Treasurer, Acton.

W. B. ABBOTT, B.L., Director of Education, Maidstone.

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FRANK THOMAS, 24, Abingdon Street, Westminster, S.W.1.

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2 (Telephone, No. 404 Douglas).

## Communications.

All communications should be addressed to the General Secretary, and communications on different subjects, or relating to separate departments—e.g. "Branch," "Legal," "Education," "Superannuation," "Approved Society," "Provident Society," "Travel Bureau," "Service Conditions," "B. and O. and," "Official Journal"—should be sent as separate letters.



stand their rights and privileges, not merely under the Act itself, but under their membership of N.A.L.G.O.

We feel confident that the N.A.L.G.O. spirit which has received such praise in the past will be exercised towards our new colleagues, and that they will be made welcome and set at their ease.

The amalgamation has been warmly welcomed on all sides; ministerial circles approved of it; members of Local Authorities are glad that they will have to deal with only one Association on questions of salaries and service conditions; officials are pleased that the principle of fusion has been adopted instead of strife. It has also had a very good Press and practically every journal in the municipal field has commented in a fashion which has shown that the prestige of Nalgo was never higher and that there is general recognition that its access of membership and strength will be to the good of the service.

#### A CLEAR LEAD.

ONE aspect of the transfer of the Poor Law under the Local Government Act was dealt with in the issues of the "Municipal Journal" dated April 11th and 25th, the Editor having generously given space to a discussion on the organisation of the administrative workers of the Public Assistance Staffs. The first of the two articles was by Mr. Welsh, of the L.C.C. Staff Association, and the second was by Mr. L. Hill, the General Secretary of the N.A.L.G.O.

Suppressing as far as possible a natural bias towards the advantages of the National Association as against the Sectional Society or the purely Local Association, we feel that Mr. Hill has completely demolished such arguments as are advanced against the completely representative national body and has given a clear lead to the transferred officers.

After all Nalgo was founded by local bodies on the realisation that they could do nothing nationally, and those that exist now do so only because Nalgo protects them by taking care of the national issues which affect the service and with which they are unable to deal.

A case in point is afforded by the position of transferred Poor Law Officers and the L.C.C. Superannuation Scheme. The Scheme

as drafted by the L.C.C. sought to increase the contributions of the transferred officers to 5 per cent. without giving adequate benefit for the increased rate. Nalgo looked ahead and protested to the Minister early in December last, with the result that the scheme was sanctioned only on the basis of low contributions. We cannot find that the L.C.C. Staff Association took any steps in this matter to help incoming colleagues. It may be of course, that the Staff Association was not consulted by the Council, but it should have claimed a hearing as Nalgo did. Or it may be that the Staff Association did not realise the unfairness of the scheme as applied to Poor Law Officers—but Nalgo did. Or it may even be that the Staff Association did not care to attack a scheme fathered by the L.C.C.—but Nalgo attacked it, and succeeded fully.

#### BANKING FACILITIES.

A BANKING account is now regarded as a modern business necessity, even for people of quite modest means, and with reference to the application of the Association for Banking facilities for members (see page 120), it will no doubt be of interest to give a brief idea of what is meant and how to utilise the services offered by the great banks.

Arguments in favour of banking account are irrefutable. No large sum of money need be carried about or kept in the house thereby reducing the possibility of loss by theft, burglary or fire to a minimum. Cheques can be used to pay bills or to remit money. Tradesmen are accustomed to payment by cheques, which are readily accepted.

Another important point is that the officers of a Bank are bound to secrecy as regards the transactions of its customers. We find that the managers of branches are always willing to place their experience and advice at the disposal of those who bank with them.

To introduce a banal note of hard business we would mention that for keeping small accounts the banks make a charge—usually 5s. 3d. per quarter, but the arrangement made with the banks will mean a saving of this guinea a year to most members who take advantage of the offer and a guinea will go a long way towards paying the subscription.



# The Lowestoft Conference.

## Cabinet Ministers Promise to Attend.

THREE Cabinet Ministers have so far promised to address the Annual Conference to be held at Lowestoft on Whitson. These three are the Rt. Hon. Arthur Greenwood, Minister of Health; the Rt. Hon. William Graham, President of the Board of Trade; and the Rt. Hon. A. V. Alexander, First Lord of the Admiralty. At the moment Mr. Alexander's promise is "provisional" and depends on his ability to fit his attendance in with another engagement.

It is evidence of the great esteem in which the Association is held that three Ministers of His Majesty's Government should engage to address the delegates, and in the case of these three Ministers their interest is readily understandable. Mr. Greenwood as Minister of Health is in charge of the Department which is in constant and close contact with the labours of our members. Further, as a former lecturer on economics, he has a personal interest in the principles governing those labours and their ends. The reason of Mr. Graham's presence is not far to seek. He has always done all he could for the Association and its members, and very often more than was asked or expected. He has occupied a mean position in the fight for superannuation, and has always been a wise adviser and strong ally when questions of compensation or other service conditions have had to be fought. Mr. Alexander, as an old Local Government officer—he was formerly Chief Clerk for Higher Education to the Somerset County Council—is naturally keen to keep in touch with the service and officials and to watch their problems and development. In addition, a Member of Parliament from each of the three parties will be present—Mr. Isaac Foot, Mr. H. M. Gibson and Sir Herbert Nield. Each of these has identified himself with the progress of the service, while Mr. Gibson is actually a member of the Manchester Branch.

While the purpose of Conference is to decide questions involving the conduct and policy of the Association, it must be admitted that in interest and value the addresses of these legislators will rank high and will merit the earnest attention of all their hearers.

## Considered Amendments to Agenda.

Below we publish the considered Amendments to items in the Conference Agenda. The original items were published Pages 87 to 90 of the April issue.

### AGENDA ITEM NO. 4 (c).

#### B. & O. SUBSCRIPTIONS.

*Amendment submitted by the Manchester Branch.*

"That the National Executive Council be asked to consider the alteration of the subscription to the Benevolent and Orphan Fund from 2s. 6d. to 3s. per annum, the increase in payment to include the cost of specialist consultation fees for members and their dependents."

### AGENDA ITEM NO. 4 (d).

#### B. & O. ANNUITIES.

*Amendment submitted by the Reigate Branch.*

"To delete the words 'Management Committee of the Benevolent and Orphan Fund' in the first line of the motion and to substitute therefor the words 'National Executive Council.'"

### AGENDA ITEM NO. 6.

#### ELECTION OF NATIONAL EXECUTIVE COUNCIL.

*Amendment submitted by the Manchester Branch.*

"That the President's announcement of the result of the ballot be received, but that for future elections the National Executive Council be instructed to devise an amended form of voting paper for District area representation on the National Executive Council in order to reduce the size of such form to more convenient dimensions, particularly in the case of the Metropolitan and the North-Western and North Wales Districts."

### AGENDA ITEM NO. 11.

#### NALGO PRELIMINARY EXAMINATION—EXEMPTION.

*Amendment submitted by the Southern District Committee.*

"That the word 'or' be added after the word 'and' in the fifth line of the motion."

*Amendment submitted by the Worcestershire Branch.*

"That the words 'a period of two years from the 1st November, 1930,' be substituted for the words 'limited period' in the second line of the motion."

### AGENDA ITEM NO. 12.

#### NALGO INTERMEDIATE EXAMINATION—EXEMPTION.

*Amendment submitted by the Southern District Committee.*

"That the words 'it be referred to the Education Committee to consider as to whether' be added after the word 'That' in the first line of the motion."

*Amendment submitted by the Barking Branch.*

"That any candidate who fails to satisfy the examiners in one subject only in the Nalگو Intermediate Examination but who does not fall below a reasonable minimum standard in that subject be permitted to be re-examined in that subject only at any subsequent examination within twelve months. Only one such attempt shall be allowed and in the event of failure at the re-examination, the candidate, at any subsequent attempt be required to be re-examined in all subjects. Further that this rule shall remain in force for three years, before the expiration of which period the advisability of continuing the rule for a further period shall be considered."

### AGENDA ITEM NO. 15.

#### SUMMER SCHOOL.

*Amendment submitted by the Perth Branch.*

"To add the words 'in addition to holidays' after the word 'salary' in the last line of the motion."

*Amendment submitted by the Manchester Branch.*

"To add the words 'when requested by the local Branch of N.A.L.G.O.' after the words 'to urge Local Authorities' in the third and fourth lines of the motion."

### AGENDA ITEM NO. 17.

#### SUSTENTATION AND DEFENCE RESERVE FUND.

*Amendment submitted by the Manchester Branch.*

"That the title 'Defence Reserve Fund' be changed forthwith to 'General Reserve Fund.'

"That all surplus monies on General Account over



the sum of £10,000 be transferred annually to the credit of this Fund, and

"That it shall be competent for the National Executive Council to meet therefrom all payments for sustentation purposes."

#### AGENDA ITEM NO. 18.

"LOCAL GOVERNMENT SERVICE."

*Amendment submitted by the South-Western District Committee.*

"That in view of the amalgamation of the N.P.L.O.A. with the N.A.L.G.O. the National Executive Council be instructed to consider the advisability of the issue of a weekly 'LOCAL GOVERNMENT SERVICE' or, to consider amalgamation with an existing 'Official Journal'."

#### AGENDA ITEM NO. 18 (b).

"LOCAL GOVERNMENT SERVICE."

*Amendment submitted by the Cornwall County Branch.*

"To delete all words after the word 'to' in the fourth line of the motion and to substitute therefor the words 'arrange for the monthly journal to be increased in size so as to contain articles by eminent authorities on each of the chief phases of Local Government work, and reports of all leading cases affecting such work.'"

#### AGENDA ITEM NO. 23.

HOLIDAY HOME.

*Amendment submitted by the St. Pancras Branch.*

"That the National Executive Council be instructed to consider the questions of acquiring a Nalgo Holiday Home and establishing a Holiday Camp."

#### AGENDA ITEM NO. 25

ANNUAL CONFERENCE—RAILWAY  
FARES.

*Amendment submitted by the Perth Branch.*

"That, with a view to encouraging and enabling all Branches to send representatives to the Annual Conference, the Third Class Railway Fares (at the reduced rate) of one delegate from each Branch attending the Conference, shall, in the first instance, be paid from the General Funds of the Association, and the Association shall thereafter recover from the various Branches sending delegates the proportion, on a pooled basis, of the total sum so paid."

*Amendment submitted by the North-Western and North Wales District Committee.*

"That, with a view to encouraging and enabling all branches to send a representative to the Annual Conference, the National Executive Council be instructed to explore every avenue with a view to giving effect to such object and to report to the next Conference."

*Amendment submitted by the Battersea Branch.*

"That the National Executive Council be empowered in their discretion to make allowances to any Branch applying for assistance in sending a delegate to attend the Annual Conference."

*Amendment submitted by the South Wales and Monmouthshire District Committee.*

"That with a view to encouraging and enabling small Branches to send a representative to the Annual Conference in the future, the railway fare (at the reduced

rate) of one delegate from each branch attending the Annual Conference, with a membership of 50 or less, be paid from the General Funds of the Association."

#### AGENDA ITEM NO. 26.

ANNUAL CONFERENCE.

*Amendment submitted by the Reigate Branch.*

"To add the following words:—'That when any matter has been brought before Conference and rejected it shall not be competent for a motion in similar terms to be placed on the Agenda for at least three years, and that Standing Orders be amended accordingly.'"

*Amendment submitted by the Hull and District Branch.*

"That consideration be given to the possibility of reducing the time spent on the formal business of the first four items of the Agenda with a view to leaving more time available for the consideration of subsequent business."

*Amendment submitted by the Islington Branch.*

"That the two days allotted to the Annual Conference having been found to be insufficient for the reasonable consideration of business, the Conference shall open at such earlier hour in the mornings as shall be determined by the National Executive Council."

#### AGENDA ITEM NO. 29.

DONATIONS TO INSTITUTIONS.

*Amendment submitted by Perth Branch.*

"To delete the words 'or other institution or' in the fourth and fifth lines of the motion."

*Amendment submitted by the North-Western and North Wales District Committee.*

"To add the following words 'not being a political institution or object.'"

*Amendment submitted by the Manchester Branch.*

"To delete the words 'or other' in the penultimate line of the motion."

#### AGENDA ITEM NO. 34.

RULE 55—BRANCHES.

*Amendment submitted by the South-Western District Committee.*

"That the following words be added to the existing rule 'except as otherwise authorised by the National Executive Council.'"

#### AGENDA ITEM NO. 35.

RULE 77—LEGAL ASSISTANCE.

*Amendment submitted by the Hull and District Branch.*

"That the word 'comments' be substituted for the word 'approval' in the last line of the motion."

*Amendment submitted by the West Riding County Branch.*

"That the word 'Observations' be substituted for the word 'approval' in the last line of the motion."

*Note.*—Rule 77 at present reads as follows:—

77.—A claim for legal assistance and support shall be subject to the recommendation of the member's Branch and the approval of the Council, except in the cases mentioned in Rule 85, when the approval of the Law and Parliamentary Committee of the Council shall be necessary instead of that of a Branch. If a Branch declines to support a member's claim, he may nevertheless appeal to the Council.

## ANNUAL CONFERENCE

### BENEVOLENT & ORPHAN FUND

The Grants made last year  
amounted to

£8,334 17s. 4d.

or £2,136 17s. 6d. more than  
the previous year's figure.

Will you please help this  
deserving Fund as generously  
as possible, as we are anxious  
to secure the record sum of

£12,000

at the Lowestoft Conference?

"He is beneficent who acts kindly, not for  
his own benefit, but for another's."

H. S. NEWTON,

Chairman of the Management  
Committee.



## AGENDA ITEM NO. 36.

## RULES 5, 89, 93 AND 95—STANDING JOINT COMMITTEE.

*Amendment submitted by the Association of Local Government Financial Officers.*

RULE 5.—“To insert after the word ‘Council’ on the fourth line of the Rule the words ‘On the recommendation of the Standing Joint Committee.’”

*Amendment submitted by the Society of Clerks to Urban District Councils.*

RULE 95.—“To add at the end of the paragraph proposed to be added ‘provided that where the membership of such organisation exceeds 250, an additional representation may be appointed.’”

## Conference Dates to Remember.

- May 1.—Voting papers to be in hands of Secretary of District Committee by this date.
- „ 1.—Journal will contain amendments to motions in Conference Agenda.
- „ 2.—Counting of Votes for N.E.C. commences in each district.
- „ 23.—Conference Agenda (containing motions and amendments thereto) and list of representatives to be forwarded to representatives.
- „ 23.—Branches desiring to divide voting strength at Conference to notify Headquarters of allocation.
- June 7.—Whit Saturday. (First Day of Conference proceedings.)
- „ 9.—Whit Monday. (Bank Holiday.) Second Day of Conference proceedings.

## Accommodation at Lowestoft.

A list of recommended addresses of Hotels and Boarding Houses at Lowestoft, suitable for the accommodation of delegates to the Conference, has been forwarded to all Branch Secretaries. Delegates should consult this list and should make arrangements DIRECT with the selected Hotel or Boarding House. Further instructions designed for the convenience of delegates are given with the list mentioned above. In case of any difficulty please communicate with the Official Information Bureau, next South Pier, Lowestoft.

## Travelling Facilities.

Arrangements have been made with the Railway Clearing House whereby the Railway Companies in Great Britain (except the Metropolitan, Metropolitan District and London Electric Railway Companies) have agreed to issue tickets, available from 4th June to 12th June, 1930, at the ordinary single fare and one-third for the double journey, fractions of 2d. reckoned as 3d., to delegates and friends travelling to Conference.

Vouchers are being issued to the representatives appointed to attend the Conference. The voucher must be produced and surrendered at the local Booking Office, when the representatives book their tickets.

## L.C.C. Superannuation Scheme.

## Position of Transferred Officers.

In our December issue we gave particulars of the scheme proposed by the London County Council in regard to the superannuation of the Poor Law Officials in the county to be transferred on the 1st April, 1930, under the Local Government Act. The scheme was not then sanctioned by the Ministry of Health, and after interviews with officials on the 6th December the Association wrote to the Ministry pointing out certain defects in the scheme and strenuously championing the cause of the transferred officers, notably in regard to the proposed increase of their contributions.

The result was a complete vindication of the Association's attitude, as the Minister refused to sanction the scheme as put forward and approved a modified scheme with the following provisions:—

The Superannuation Scheme shall apply to every transferred officer while in the service of the Council subject to the following modifications:—

(1) Any service prior to the appointed day which would have been treated as service for the purposes of the Act of 1896 shall be treated as service in respect of which he has contributed to the Fund.

(2) Contributions paid under the Act of 1896 (except so far as those contributions are attributable to service in respect of which the officer is not transferred to the Council by virtue of the Act of 1929) shall be treated as having been paid to the Fund.

(3) No remuneration received by a transferred officer before the appointed day and attributable to service in respect of which he was not transferred to the service of the Council by virtue of the Act of 1929 shall be taken into account in the calculation of any superannuation allowance under the Superannuation Scheme.

(4) The contributions payable by a transferred officer shall be the following:—

- (i) if on the appointed day the officer has completed less than ten years' service which would have been treated as service for the purposes of the Act of 1896, a sum equal to two-and-a-half per cent. of his salary or wages;
- (ii) if on the appointed day he has completed ten, but less than twenty years of such service as aforesaid, a sum equal to three per cent. of his salary or wages;
- (iii) if on the appointed day he has completed twenty years of such service as aforesaid, a sum equal to three-and-a-half per cent. of his salary or wages.

(5) In application to a transferred officer sub-clause (3) of clause 15 of the Superannuation Scheme shall be read as if the words “in the opinion of the Council” were omitted therefrom and clause 16 shall be read as if the words “resignation, insanity” were inserted therein after the word “death”, and as if the following paragraph were added thereto:—

“‘Joint appointment’ includes any office the tenure whereof is determined by the death, removal, resignation, or incapacity of the holder of another office under the Council.”

(6) The Minister of Health may if he thinks fit determine any question which may arise between the Council and any transferred officer and which may be referred to him by either party as to the right to or the amount of Super-

*Continued on page 112.)*



# Land Drainage Bill.

## Compensation and Superannuation.

By this Bill, which has been introduced in the House of Lords, it is proposed to amend and consolidate the various enactments relating to the drainage of land, including the Land Drainage Act, 1861, and involving amendments of the various Acts, including the Thames Conservancy Act, 1924, and the Lea Conservancy Act, 1900.

It is proposed to constitute Boards to be known as Catchment Boards for various areas specified in the First Schedule to the Bill and referred to as catchment areas, being areas the drainage of which is directed to the respective rivers or arterial drains specified in the Schedule.

The Catchment Boards are to be required to prepare schemes for the transfer to themselves of the rights, powers, duties and liabilities over or in connection with the main river of the area, and they are within a further period to prepare a second scheme with regard to alteration of boundaries of internal drainage districts, the amalgamation of internal drainage districts and the abolition of existing Commissioners of Sewers; and other matters. The Catchment Board is to have exclusive powers and jurisdiction with respect to the main river and also to supervise the internal Drainage Boards and districts. The internal Drainage Boards will be Boards having jurisdiction over drainage districts within a catchment area subject to the supervision of the Catchment Board. Provision is also made for the constitution of drainage districts not comprised in any catchment area.

### Compensation Clauses.

Clause 60 contains provisions with regard to compensation to existing officers, and provides that every officer of "a Drainage Authority" who immediately before the commencement of the Act had held office under that "Board" for a period of not less than two years shall be entitled to compensation for direct pecuniary loss arising as a consequence of the Act. "Drainage Authority" is defined (Clause 72) as meaning any Drainage Board constituted or to be treated as having been constituted under the Act "or any other body of persons having power to make or maintain works for the drainage of land." This definition would include Local Authorities who have any such power whether under Local Act or otherwise. It would appear, therefore, that a reference to "Drainage Authority" should be substituted for the expression "Board" above referred to.

An application for compensation is to be made to the "Drainage Board" by which the appointment has been determined or salary reduced or whose district comprises the area of the drainage authority by which he was employed. But this would not appear to cover the case of a Local Authority (being a drainage authority) determining the appointment of an officer or reducing his salary as a consequence of the Bill, as in that case the determination or reduction would not have been made by a Drainage "Board."

Under Paragraph 3 if the services are dispensed with or salary is reduced by a Drainage Board within two years after the commencement of the Act because the services are not required or duties are diminished, the officer is to be deemed, unless the contrary is shown, to have suffered a direct pecuniary loss. In this case, again, the dispensation or reduction might have been made by the Local Authority (if a drainage authority) and not by a Drainage Board. The period has usually been five years, although in some cases it has been three.

The circumstances to be taken into account in determining the amount of compensation are on the lines of those in the Local Government Act, 1888, and those set

out in Paragraph 1 of the Eighth Schedule to the Local Government Act, 1929.

The provision as to suspension of compensation in the event of an appointment to an office under the Crown or any Drainage Board or any Local Authority is substantially on similar lines to those in the 8th Schedule to the Local Government Act, 1929, and the provision against payment of compensation and also superannuation allowance in respect of the same period of service and the same pecuniary loss is similar in effect to the provision hitherto usually inserted in Local Acts.

Sub-clause (7) provides for a reference to the Minister of Health in the event of a claimant being aggrieved by the refusal of any Drainage Board to grant any compensation.

Sub-clause (8) provides for the determination by the Minister of questions as to the Drainage Board to which an application for compensation is to be made or as to the fund out of which any compensation is to be paid.

### Superannuation.

The question as to whether, as a general principle, Drainage Boards should, under some provision of general application in the Bill, be authorised to establish Superannuation Funds is under consideration by the Association, and, in view of the close connection between the County Councils and County Borough Councils and the proposed Catchment Boards, it would appear not unreasonable that, at all events, the major authorities, i.e., Catchment Boards, should be empowered, if not required, to establish some method of superannuation.

It may be contended that this is a matter which should be dealt with by the contemplated general Bill amending the Superannuation Act of 1922, but it would appear to be a matter for consideration whether some reference should be made to this matter during the progress of the Bill, either in the House of Lords or when it reaches the House of Commons.

### L.C.C. SUPERANNUATION.—*Continued from page 111.*

annuation Allowance of such officer and the decision of the Minister shall be binding and conclusive.

(7) Clause 19 of the principal Scheme shall read as if the following proviso were added thereto:—

"Provided that the contributions made before his transfer by any transferred officer as defined in the London County (Transferred Poor Law Officers) Superannuation Scheme, 1930, shall, except where he loses office by reason of a reduction of staff, or the termination of a joint appointment or ceases to hold his office by reason of ill-health before completion of ten years' service, be deemed for the purposes of this Clause to have been made on the 1st April, 1930."

### Effect of the Decision.

A report of the General Purposes Committee states that "the decision of the Minister involves an immediate additional charge upon the rates estimated very roughly at £60,000 a year as compared with what the charge would have been if the Council's proposal that the transferred staff should contribute at the rate of 5 per cent. had been adopted."

This statement is the Association's justification for pressing for the amendment of the original scheme as otherwise that £60,000 per annum would have come out of the salaries of the transferred officers.

### Insurances.

The attention of readers desiring any class of insurance is directed to the announcement on page ii of the cover which offers a substantial saving by insuring through the Local Government Guarantee Society, 7, 8 and 9, St. James's Street, S.W.1.



# A United Service Organisation.

## Amalgamation with N.A.L.G.O. Approved at N.P.L.O.A. Annual Meeting.

*The Annual Meeting of the National Poor Law Officers' Association (Incorporated), held on the 29th March, unanimously approved the terms of amalgamation which had been adopted at the Special Conference of the National Association of Local Government Officers on the 15th March.*

*Amalgamation of the interests and activities of the two Associations took effect, therefore, from the 1st April.*

THE annual general meeting of members of the National Poor Law Officers' Association was held on the 29th March at the Hotel Rubens, Buckingham Palace Road, Mr. H. H. Miller, the newly elected President, presiding. There was a large attendance of members.

Mr. G. W. Coster put before the meeting the proposals for amalgamation with the National Association of Local Government Officers and moved their adoption. He said that for some time matters had been under consideration as to what should happen upon the cessation of operations of Boards of Guardians. An organisation which had existed for a long time in looking after the interests of Poor-Law officers must naturally find a different venue when Poor-Law officers, as such, ceased to be part of the official service, and as the result of extended negotiations certain arrangements had been arrived at.

He recalled that 45 years ago it was deemed wise to form a Poor-Law Officers' Association, and Mr. Vallance was the first President. By reason of the importance which the Association assumed, in 1906 it was incorporated. They had now to decide what would happen to them on April 1st. The Association had not been prepared to take second place to anybody in looking after the interests of Poor-Law officers, and now there seemed a general consensus of opinion there could only be one place for them to go to, and that was the organisation in operation at the present time to look after the officials of a service to which they themselves were to be transferred. He was convinced that there was one organisation outstanding in being able to offer something similar to that which the National Association had provided for its members, and he was sure that they would find considerable advantage in being associated with N.A.L.G.O.

### A PARTNERSHIP BUSINESS.

There was a desire on the other side to receive members of the National Association, and the approach had come from that side. Conferences had been arranged, and, after conferring for eight months, certain heads of agreement had been reached. It was a partnership business, and there must be an agreement to go over on the one side and acceptance on the other. A fortnight ago N.A.L.G.O. had unanimously decided to accept the "National," and it was now up to members to say they would be pleased to go. There seemed to be a general agreement that this was the proper thing to do, and at the Council meeting that morning amalgamation on the terms set forth was unanimously approved. It had been an important point in connection with the negotiations to see that members of the Association's staff transferred under the agreement would not be dissatisfied, and their interests had been protected. They were going over with the full assurance that what they had been able to do for members of the Association they would be able to do in the future.

Mr. Wheeldon (Yorkshire) seconded, and said the members of the Council were satisfied that the negotiations which had taken place had done an excellent thing for them.

The President, replying to a question as to the admittance of members of certain grades to N.A.L.G.O. later on, said

the agreement provided for taking over all the members of the Association. They were not amalgamating the Poor-Law Service with N.A.L.G.O. but the Association, and membership in the future was the concern of N.A.L.G.O. The negotiating Committee saw no reason for being apprehensive as to the future.

The motion was unanimously adopted with acclamation.

The meeting further resolved unanimously that the Association be wound up voluntarily; that any property whatsoever of the Association remaining after the satisfaction of all its debts and liabilities should be transferred to the National Association of Local Government Officers; and that Mr. John Simonds be appointed liquidator for the purpose of winding-up the affairs and distributing the assets of the Association.

The Secretary submitted the annual report of the Benevolent and Orphan Fund, and said the Trustees recommended that if the amalgamation of the Association took place with N.A.L.G.O., the Benevolent and Orphan Fund should be transferred to N.A.L.G.O.'s Benevolent Fund. They had made arrangements whereby, until N.A.L.G.O. took charge of the cases receiving assistance, those cases should continue to receive assistance so that there should be no break in the continuity of assistance and no hardship should be caused.

The action of the Trustees was approved.

### REPRESENTATIVES ON N.E.C.

The Secretary reported that the Executive Committee had elected the following eight members to represent the interests of transferred officers on the N.A.L.G.O. Executive Council. The four to be elected as members of the National Executive Council of N.A.L.G.O. were—Sir Tom Percival, Mr. G. W. Coster, Mr. F. W. Greenhalgh, and Mr. Colin Roberts. The additional four to be members of the Poor-Law Transferred Officers' Committee of N.A.L.G.O. were Mr. H. H. Miller, Dr. J. B. Williamson, Mr. John Moss, and Mr. W. S. Newberry.

Mr. W. H. Hope moved a vote of thanks to the negotiators who had brought their excellent work to a happy conclusion in the amalgamation decided upon that day. The affairs and interests of the Association were entrusted to four negotiators, namely, the previous President, Sir Tom Percival, Mr. Coster, and Mr. Miller. The confidence placed in them had been amply rewarded, and the greatest success of their work was that what at one time did not appear to be an entirely popular move had been turned into one of welcome and satisfaction. They acknowledged particularly the splendid leadership of Mr. Coster and Mr. Greenhalgh. (Applause.)

Mr. Allan Battersby seconded, and said he could leave that meeting feeling that, although the Association was dissolved, it was going over to a bigger body and was entering on a sphere of greater influence, importance and power. Those remaining in the Service would find they were able to rely upon an Association manned by men of ability and skill who were willing to help them.

Mr. Coster returned thanks, and said he had not the least idea why he should be singled out. There were four of



them, and they were a quartette and a perfect team. They had been impressed throughout with a desire to do the best on behalf of the members, and the outcome of their deliberations were the heads of agreement they had unanimously approved that afternoon. They could not have got so far without the help of Mr. Simonds, and the negotiating Committee had been assisted very considerably by what they had been able to get from the office staff. Keen as they had been in the interests of the Association, he appealed to them to be just as keen in trying to make the transfer prove a success.

Sir Tom Percival thanked the members for their congratulations on the honour conferred on him, and went on to emphasise the appeal of Mr. Coster to them to throw into the new body the enthusiasm and hard work which they had given to the old Association. The task of their representatives on the new body was not going to be an easy one unless they carried with them the members of their present organisation in considerable numbers. If they carried over their present membership, their influence and power on the new body would be increased correspondingly. He suggested, much as they regretted the passing of the Association, their attitude should be one not of looking back with regret, but looking forward with hope to the future; not one of recrimination and criticism, but one of whole-hearted support. The negotiating body felt that in the future they would have wider opportunities of achieving what they desired—the good of the people they were privileged to serve.

#### IMPORTANCE OF LOYALTY.

Mr. J. J. Simpson also emphasised the importance of members loyally going over to N.A.L.G.O. in a body. That was the last meeting of the Association which had done so much in the last 45 years. There was a touch of sadness, but with that feeling they were entitled to regard the past history of the Association as one of enormous credit which had conferred enormous advantages on the Poor-Law Service. In its first year, the income was less than £100; there was no Executive Committee or Council, but members of the Association were summoned every three months to meet in a different part of the country, and it was difficult to occupy their attention. To-day the Poor-Law Service stood on a high pedestal in the estimation of the public.

Forty years ago the Council and officials had the greatest difficulty in making their views known to the Government and the Local Government Board, but now any approach from the Association was received with the greatest friendliness and given the greatest consideration. That had been done by the care, reasonableness and persistence of those who had gone to the Government in furtherance of officers' interests. Notwithstanding the resolution to wind-up the Association there was a great future before them if they gave their cordial assistance to N.A.L.G.O.

### National and Local Government Officers' Mutual Insurance Association, Ltd.

At a special general meeting of the above Association held at the City of Westminster Union Offices, Princes Row, Buckingham Palace Road, Westminster, London, S.W., on Friday, the 28th March, 1930, at 2.30 p.m., the following resolution was passed unanimously.

"This special general meeting of the members of the National and Local Government Officers' Mutual Insurance Association, Limited, authorises the Board of Management to carry out as quickly as possible complete agreement between the Association and the National Association of Local Government Officers on the basis of the heads of agreement set out in the report of the Board attached to the notice of this meeting."

## N.P.L.O.A. Dinner.

MEMBERS and representative councillors of the N.P.L.O.A., together with officials of the Ministry of Health and members of the Executive Council of N.A.L.G.O., were entertained at dinner at the Café Royal on Friday, 28th March, by the Manchester Branch of the N.P.L.O.A. Mr. G. W. Coster, M.B.E., in proposing "The National Association of Local Government Officers," said the N.A.L.G.O. had made phenomenal progress and had now a membership of over 50,000. Referring to the amalgamation negotiations, he said that from the start the recognition that what N.A.L.G.O. were doing, or attempting to do, was very similar to what the "National" were wanting or doing made it possible for them to work in double harness to mutual advantage, and now, when the service they had been so proud to belong to was to merge in the service N.A.L.G.O. represented, what could be more fitting than for the enthusiasm, interest and assistance they had organised with the help of the big men in the Local Government Service to be supplemented by the established enthusiasm, interest, and assistance of a sister service? He alluded to the presence that evening of several members of the N.A.L.G.O. Executive, and paid a tribute to Mr. Hill, their General Secretary, a gentleman whose zeal was only exceeded by his capacity, actual work, and efficient discharge of duty. They regretted the absence of Mr. Johnson, the President, a man of many charms, a tower of strength, and a firm believer in the N.A.L.G.O.

Mr. F. Marsden, responding, said they were not looking upon the members of the "National" as strangers, and taking them in, but as part and parcel of N.A.L.G.O. and a source of increased strength, as fusion would strengthen Nalگو as a whole. They were looking forward to N.A.L.G.O. being the representative Association for the whole of Great Britain. He wanted to see the day when the Local Government Service would be looked upon as a complete whole.

During the evening a presentation was made to Mr. John Simonds, the Secretary of the N.P.L.O.A. The presentation took the form of a piece of silver and a cheque. The silver bore the inscription: "Presented to Mr. John Simonds, M.A., Barrister-at-Law, Secretary of the National Poor-Law Officers' Association, Incorporated, by his friends in the Poor-Law Service, in grateful recognition of interest manifested, advice given, and services rendered for many years; 28th March, 1930."

### Cost of Living Index Figures.

Below we give the average monthly percentage increase in the Cost of Living Index for the past six months:—Nov., 67; Dec., 67; Jan., 66; Feb., 64; March, 61; April, 57.

The percentage increases in each of the five groups on which the Index Figure is based are as follows:—

|                           | Feb., 1930. | Mar., 1930. | Apr., 1930. |
|---------------------------|-------------|-------------|-------------|
| Food (7½) ... ..          | 54          | 50          | 43          |
| Rent (2) ... ..           | 52          | 52          | 52          |
| Clothing (1½) ... ..      | 115         | 115         | 115         |
| Fuel and Light (1) ... .. | 75          | 75          | 75          |
| Other Items (½) ... ..    | 80          | 80          | 80          |

The figures in brackets denote the proportion of each item out of a total of 12½ as calculated by the Ministry of Labour.

In regard to rent the statistics of the Ministry of Labour now take into account decontrolled rents of working-class dwellings.

#### Insurances.

The attention of readers desiring any class of insurance is directed to the announcement on page ii of the cover which offers a substantial saving by insuring through the Local Government Guarantee Society, 7, 8 and 9, St. James's Street, S.W.1.



# A Holiday in Oxford.

Nalگو Summer School, 2nd to 16th August, 1930.

ALTHOUGH we are intensely practical people and live in an intensely practical age, it is a very common sight to see others thrilled on being told that So-and-so has gone to Oxford or Cambridge. We envy him at first and later accord him (partly because he takes it as his due) a very fine place on earth. It is easy to see that this "magic of the old universities" consists in something more than the packing of an already well-stored mind. Those men who come down from Oxford and Cambridge seem more sure of themselves, less afraid to take part in discussions on all sorts of topics, about some of which they may perhaps know very little; indeed, they are so sure of themselves that they do not defer to other people and yet never seem to lack good breeding.

The Nalگو has realised that it will do a noble work in organising a Summer School in surroundings where this subtle training has been going on for so long. Of course the Association cannot do very much in comparison in a week or a fortnight, but what it will aim at securing is that the students shall meet men and women who have spent much time in thinking of local government problems and who, in a spirit of friendliness, are willing to pass their ideas on and stimulate others to thought.

Comfort there will be in plenty. Each man will have a bed-room and sitting-room in Keble College, all students will take their meals in Hall, a large and airy common-room will be available, and outside there are green quadrangles where it is a sheer delight to stroll.

Lectures and discussions will not take place in the afternoons, and what could be more pleasant than to punt or row on the river, drawing into the shady bank at some convenient spot to drowse, carefree, or lazily turn the pages of a book? Or should you feel more energetic, you can roam round the other colleges and wonder at their dark brown and grey buildings, at the lawns so carefully cut and rolled and tended for hundreds of years, or roam out of Oxford into the country beyond, or enjoy a strenuous game of tennis, returning to Keble to change and take tea.

## THE LECTURES.

So that students may know when the various lectures will be given, a time-table is now being drawn up and will be ready for issue shortly. Briefly, it is as follows: On the 4th, 5th and 6th August Dr. Robson will deal with the Law of Local Government and some aspects of its structure. On the 7th and 8th Dr. Finer will give the

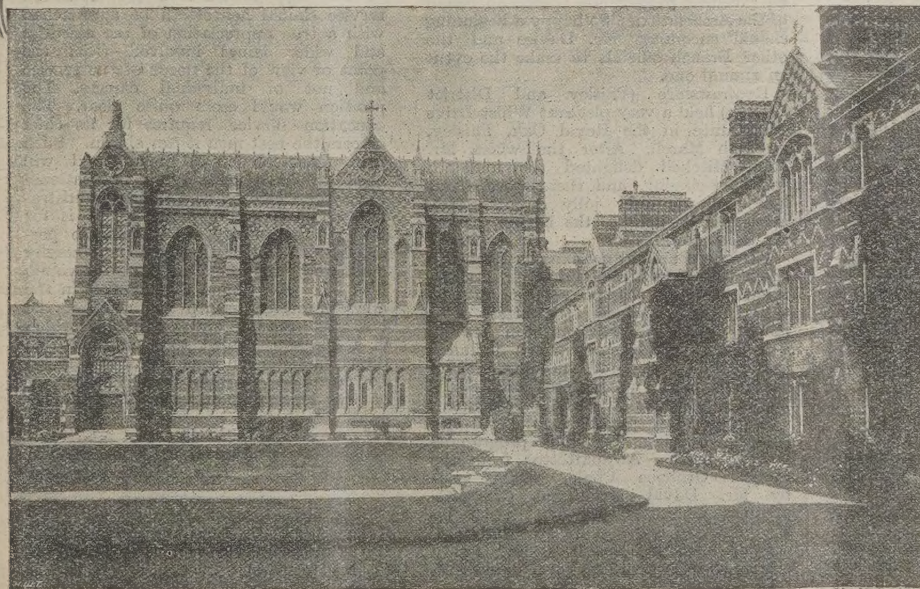
following: Lecture 1, The significance of local government—its purpose—its relationship to Parliament and the civil service—the decline of local self-government—decentralisation, deconcentration and local patriotism—the educational value of local government. Lecture 2, The evolution of local governing bodies—the evolution of central control—the impact of industrial and scientific developments in the 19th and 20th centuries and its effects upon (a) the local areas (b) the local functions and (c) the attitude of the central authority. Lecture 3, The areas—the parish—the county—the county borough—the urban district and municipal borough—joint associations for joint purposes—their functions—their chief branches of expenditure—the adequacy of the areas and the functions—internal organisation. Lecture 4, The experience of Germany—the central and local authorities—the areas—the Burgermeister system—the recruitment and organisation of local officials—the administrative schools.

In the second week, on August 11th and 12th, Dr. Finer will continue his lectures as follows: Lecture 1, a development of Lecture 3 in the previous week. Lecture 2, The principles of local rating—the occupier is liable—the standard of ability to pay—the areas of assessment—the areas of collection—the equity and economy of rates. Lecture 6, Grants-in-aid—their development—the early principles—the percentage grant—the reforms of 1929 and their significance.

During the remainder of the second week Mr. K. B. Smellie will give his lectures on the relations between Central and Local Government and on the experience of France and the United States. A synopsis of these lectures will be published next month.

## TEA TALKS.

In continuation of the announcements made last month, we have pleasure in saying that Mr. Montagu Harris, of the Ministry of Health, will give a Tea Talk on August 6th, and will probably deal with Local Government abroad. The School will be addressed during the second week by Mr. J. J. Clarke, whose books on Local Government are so well known, and Mr. C. J. Jackson, Solicitor and Parliamentary Agent.



A Quadrangle at Keble College, Oxford;

[Photo: Alden, Oxford,



## Ayont the Tweed.

The day of the great change over is rapidly approaching, but there is still much uncertainty as to appointments. We only know, indeed, of four or five appointments having been made up till the time of writing. Most of these appointments have gone to men who have taken an active interest in the work of the Association. Mr. William Wilson, the Hon. Secretary of our Fife and Kinross Branch, has been appointed Public Assistance Officer for the County of Fife. Mr. G. F. Sinclair, the late Secretary of our West Lothian Branch, has been appointed to a similar office for the County of West Lothian, and Mr. Anderson for Lanarkshire. To all these gentlemen we offer our congratulations and best wishes. We hear of appointments to one or two other prominent members, but these, we believe, have not, at the time of writing, been confirmed.

### Claims for Compensation.

We have had a number of enquiries regarding compensation difficulties, and in connection with these we have obtained the opinion of our parliamentary agent. We have also received an opinion by Sir Lynden Macassey, K.C., given to the Poor Law Officers' Association of England, which, as our members know, was taken over by our Association last month. We wish also to remind our members that we have had printed Model Forms of Application for Compensation. Copies of these can be had by writing to Mr. Mortimer, the D.O.S., at 135, Wellington Street, Glasgow.

### Glasgow Branch.

Our application on behalf of the clerks at Walls Street Gas Works has now been disposed of. The original minute refusing the application was withdrawn upon the representation of the D.O.S. regarding certain inaccuracies. The Corporation have now granted 5s. per week for night duty. The larger application affecting all the members of the staffs of the Corporation for a complete new Grading Scheme has now been lodged with the Town Clerk. Annexed to it is a comparative statement which embraces not only the salaries paid by other Local Authorities within the City but also by other comparable Authorities across the Border. The salaries paid by the principal banks are also included. Altogether, the application is a formidable document. A large number of copies were printed, and these will in due course be distributed to Councillors. All we can say at the moment is that we are hoping for the best of luck.

### Edinburgh Branch.

At the last meeting of the Edinburgh Branch Executive the representatives of the various departments reported the views of the members regarding the proposal of the Corporation to seek exception from National Health Insurance and to set up a scheme giving equivalent benefits. The majority of the members present seemed to favour the *status quo*, but it

was felt that until we knew the exact proposals of the Corporation scheme no considered finding could be reached. It was, therefore, remitted to a small committee, along with the D.O.S., to discover what exactly the proposals were, and generally to negotiate with regard to the matter. The D.O.S. reported regarding the proposal to grade the draughtsmen in the Electricity Department, and he was instructed to send an application to the Corporation along the lines he had indicated. It was reported at the meeting that the Social Committee recommended that the departments be circularised with regard to a proposed outing on the Victoria Day holiday, and also with regard to the institution of a Rambling Club during the summer months.

### Dumbartonshire Branch.

The D.O.S. has had an interview with the Finance Committee of Clydebank Town Council with regard to the establishment of a Superannuation Scheme. At the close of the interview the Chairman, Bailie McKendrick, assured him that this question would be taken up in earnest in the near future.

### Social Events.

The Ayrshire Whist Drive and Dance, held at Kilmarnock on 20th March, was the first social event the Branch had arranged. It proved an unqualified success. Of course, in so scattered an area it was difficult to get many members from the northern side of the county, but there was a good attendance. Members of Kilmarnock Town Council were well represented, and at the supper Provost Jones presided. He made a genial Chairman, and he also, as the D.O.S. remarked later in the evening, made an excellent propaganda speech on behalf of the Association. So happy a beginning should encourage Mr. Davies and the other Branch officials to make the event an annual one.

Renfrewshire (Paisley and District Branch) held a very pleasant Whist Drive and Dance in the Royal Oak, Paisley, on 27th March. After the whist, Mr. John Mitchell delighted the audience with his singing, and there were about half a dozen very jolly dancers. Mrs. Mortimer, the wife of the D.O.S., played the accompaniments.

Glasgow's annual smoking concert was again this year a really first class entertainment. The company met in the Grand Hotel immediately after office hours. High tea having been served, a splendid programme, which included the names of some of the finest artistes in the country, was entered on. Songs by three members of the Carl Rosa Opera Company were probably the tit-bits of the evening, but the programme was all good. A quartette from the famous Orpheus Choir, violin solos by Mr. David McCallum, Glasgow's premier violinist, conjuring tricks by Mr. Williams, readings by Mr. Anderson, one of our own members, and funny stories by Ken Scott all contributed to a really splendid evening's entertainment.

## Education— Administrative Posts.

The following letter, addressed to the General Secretary, on the subject of administrative posts in the education service, is published at the request of the Barking Branch:—

BARKING BRANCH.

Public Health Department,  
Barking,

Essex.

7th March, 1930.

Dear Sir,

### EDUCATION—ADMINISTRATIVE APPOINTMENTS.

Your letter of the 26th February last has been received by the Branch, and the terms of the resolution set out therein serve only to confirm the belief that the procedure being followed by the National Executive Council involves an effort confined merely to the comparatively unimportant needs of individual careers in education service, and can be in effect no better than a querulous beating at a blank wall.

The terms of the resolution passed by the National Executive Council propose the collection of data, which at best, can be an inexact catalogue of individual disadvantage. The information collected can have little or no real significance, for the resolution is phrased as if the service were parochially static, and as if promotion were a mere process of vortical progression. It is in any event not calculated to produce evidence of the present ineligibility of administrative officers for senior administrative posts wherever they may arise.

I am asked to express the opinion of this Branch that the question of administrative appointments in the education service should henceforth be approached with a true appreciation of the essential and wider issues involved—from the point of view of the needs of the service and not of individual careers. The position would seem quite clear. The education service requires for its chief officers the best men it can obtain. Such men must be educationists, and will need to have training in educational theory and method as well as administrative training and experience. It is for Nalga, then, surely, to investigate persistently and diligently the means whereby opportunity may be afforded to the young men who have begun their careers in the administrative service to acquire the teaching training and experience which is at present denied to them. In this direction alone can the aims of the service be adequately attained, and efficiency of the service should be the primary guiding principle.

Yours faithfully,

(Signed) E. W. HILL,  
Hon. Branch Secretary.

The B. and O. Fund has received from the Sunderland Branch a donation of £1 ls., forwarded in lieu of sending a wreath at the funeral of a late member.



# Municipal Salaries.

## Why and How Increases are Granted.

By Councillor A. P. Simon.

*In this article, reproduced from the "Manchester City News," by the courtesy of the Editor, Councillor Simon gives a clear exposition of his views on the vexed question of salary increases for officials.*

*We commend his arguments to our readers and to all the councillors in the land.*

life. Also space forbids the comparison between manual labour, where large numbers are engaged on work that can be regularly measured and compared as it progresses, and office duties which are constantly varying and do not show measurable results; the former calling for regulated output, carefully supervised and directed, and the latter for initiative and some mea-

sure of personal responsibility.

### PAY UP OR LOSE.

But for the higher posts of responsibility we can only arrive at a basis of remuneration by comparison with the other employing agencies of our social system. Industry offers the most useful comparison and is constantly instanced. In our Municipal undertaking of an industrial character (some of which in other cities are run by private enterprise) we must obviously take the risk of losing our good men or securing the second best unless our terms of service are comparable with those obtainable elsewhere.

In our professional appointments (medical, legal, etc.) we have again to take into consideration what is obtainable elsewhere. In medicine we must, for the higher position, compare salary with what the specialist consultant can demand, because that is the class of work that we ourselves require. In education the same thing applies: we can in higher education find out what is paid in the Universities and other educational establishments, and while common sense prescribes that we should not be less generous with the overwhelmingly important section of elementary education, we must approximate our scale to these other institutions and agencies because, let it be frankly confessed, municipal service does not carry any compensating advantages. Industry itself offers nowadays superannuation on a scale similar to that which municipalities can offer. Security of employment is also on a similar basis: it is no easier to dismiss a highly-placed official from a responsible post in Industry than it is in Municipal employment.

### NO GREAT ATTRACTIONS.

There is little *kudos* attached to Municipal service such as there is with similar appointments at Whitehall. The latter can obtain its personnel at salaries considerably lower than Industry offers; people of ability are attracted first by the social distinction which such employment carries and possibly also by the quality of the staff. Municipal work offers neither the social advantages of Whitehall nor the economic advantages of Industry, and it makes demands upon its administrators that no other Institutions do.

If we compare the chief official of a Municipal undertaking with the managing director of a private one running on similar lines, we find that the latter will have some share of the prosperity of the concern and will work with a Board who also have a stake in it, and be fully conversant with what they administer. The official of the Corporation, on the other hand, is controlled by a voluntary Committee which often changes, and which cannot perhaps concentrate on the work in hand, having two, and probably more, other

(Continued on page 121.)

Galsworthy's play, "Loyalists," has as its theme the conflicting attachments which the social code imposes upon the individual. There is a loyalty to the family and friends, to colleagues and comrades; loyalty to a profession, to clients and customers.

In the Council we have a somewhat parallel situation: loyalty to the political group, to the committee to which we are attached, to the wards which we represent, and, in addition, personal loyalties such as are called forth by religious convictions, social usages, etc.

### THE PROBLEM.

And so it happens that such loyalties have bearing upon the scale of salaries granted to the higher placed officials in our Municipal Service. Loyalty of the particular committee to which you belong may call for support of a proposed advance for its employees. Party loyalty may call for a contrary decision. Some other loyalty may unite groups otherwise poles apart; so that whenever these salaries come up in debate we see the extreme Right upholding economy, and the extreme Left protecting the "bottom dog," joining forces against all proposed increases. The frequency of these tussles has established what is almost a convention, that anything over £1,000 a year in salary must be discountenanced.

### THE PROCEDURE.

New appointments are, of course, made as and when they may be necessary, and if on the £1,000 scale or over, they hardly ever go through unchallenged on the recommendation of the responsible committee. Advances in salary are presented to the Council *en bloc* by the Establishment Committee who review the recommendations sent up by the individual committees. They are presented as one item, and can be and often are referred back in a single amendment as a matter of principle; otherwise a group of names (taken together) or an isolated salary may be attacked. The attack does not vary much in technique; it begins with a general disclaimer of an animus towards the aspirant to higher remuneration or doubt as to his or her ability; it then affirms that no person is really worth more than skilled labour can command (about £300 a year), that no one is irreplaceable, and that there are "lots of good fish in the sea."

### UNFAIR COMPARISONS.

There is in the discussions a tendency to consider that the office staff and administration have unfair preference over the manual workers, and the advances for a group of officials were referred back at the last Council meeting because 200 workmen had been dismissed from their department. The argument used was that if the department could not afford to keep on 200 of its lower-grade servants, it could not afford to pay anybody more wages. Much might be said about any maximum being set upon anyone's earning power so long as democracy encourages each one of us to develop distinctive tastes and individuality, and allows for something more than the mere necessities of



# Croyde Bay Holiday Camp.

## Overwhelming Popularity.

That the demand of the Camp has increased to members is evident from the overwhelming response there has been to the advertisements of the Croyde Bay Holiday Camp which appeared in the March and April

and excursionist, clean sands, fresh air charged with ozone from the broad Atlantic, and by reason of its situation a temperate climate.

The very arrangement of the camp makes for enjoyment. Its jolly

little bungalow huts are cosy, comfortably fitted and furnished, and form the centres for sleep, reading or just lazing, while in the main hall one has meals and enjoys dances and concerts in the best of company. In a camp also the spirit of camaraderie is fostered without burdening the individual and there is a sufficient choice of fellow campers to ensure a really suitable selection of holiday acquaintances.

Those whose holidays fall outside the period mentioned above are strongly advised to consider spending the time at Croyde Bay Camp.

Particulars may be obtained from the Holiday Bureau, 24, Abingdon Street, S.W.1.

We record with great regret the death of Mr. F. W. Ledger, Hon. Secretary of the Greenwich Branch since 1918. Mr. Ledger, who entered the service of the late Greenwich Vestry in 1895, was 55 years of age, and was held in great esteem by his colleagues. He was always a strong supporter of the Association, and took a very active part in the work of the Metropolitan District Committee, having served on the General Purposes Sub-Committee for a long period.

The death is reported of Mr. Samuel Jacobs, Assistant Town Clerk of Croydon for 34 years, who retired from that post in 1928.



Some idea of the attractions of Croyde Bay may be obtained from these photographs taken by Mr. R. L. Knight, of Barnstaple. Above is shown "Secret Cottage," while below is a view of the beach with its beautiful sands and the dunes which shelter the camp.

issues, and the article by Mr. Auger in April.

The Camp is now fully booked up from the beginning of July to the end of the first week in September.

The months of June and September are, however, delightful, and we would advise members who can take their holidays then to book early.

The Camp is charmingly situated in a secluded part of the most beautiful section of the North Devon Coast, within easy reach of Himecombe, Barnstaple, Clovelly, Lynton and Exmoor. It is easy of access from all parts of the country, being served by a motor bus route from Branton Station (G.W.R.).

It thus offers all the elements of a really healthful and happy holiday. Delightful surroundings, innumerable opportunities of glorious rambles





# FIRST 600 LOCAL GOVERNMENT OFFICERS APPLYING CAN HAVE ONE OF THESE BOOKS FREE

## "EXTRACTS FROM A LETTER."

"... the more so, perhaps, because it was the only newspaper I was allowed to read as a child—it was my father's favourite paper—it is an old friend that has never been cast off.

"... best of New Year Greetings to all the Knights, and personally I am hoping still to be reading my Sunday Referee another fifty years hence.

"... Once you start reading the Sunday Referee you will never get tired of it. It is a clean, vigorous newspaper covering all fields of interest. It is often critical, but never unkind. You will like it, and go on reading it week after week, year after year."

## "CUES AND CURTAIN CALLS."—

Foreword by Sir Johnston Forbes Robertson.

## "CRIME AND THE DRAMA."—

Foreword by Sir John Martin Harvey.

## "IDOLS OF THE HALLS."—

Foreword by Sir Oswald Stoll.

These books are the work of H. Chance Newton, Playwright, Actor and Journalist for half a century. He has been the Dramatic Critic of the Referee for many, many years. The oldest living Dramatic Critic, his knowledge of the theatre is unsurpassed.

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# The Study of Public Administration

By A. L. PEACOCK, D.P.A., F.S.S.

It is a well-known fact that a great increase in the number of W.E.A. and other classes engaged in the study of Public Administration in our universities, and the demand by students for courses in the subject is not being met, rather it is decreasing more and more. So many W.E.A. and other students are local councillors or servants of the justice in other capacities, or have the attention rendered to them of service, that there is a very definite need for an even greater provision of appropriate classes in the future. It might be pointed out that subjects of the "broad and better" type tend to sidetrack the adult education movement from its main purpose, but if a particular subject, or series of subjects, will prove the better to equip students to render their best selves in public or semi-public offices, there is every justification for them.

Great changes are taking place in the sphere of administrative action. An Act after Act of Parliament touches the people more nearly year by year. The administrator is no longer far removed from the result of his operations and the public are on much more familiar terms with the official than ever before. In Central Government, Local Government and in Social Administration and Organisation, effective change and development is constantly at work. Understanding of the principles, to say nothing of the details, of that change and development is almost essential if the best results are to be secured and the maximum benefit achieved. One example will suffice. On the 1st April, 1930, the country witnessed a very real revolution in Local Government practice and procedure. On that date, Boards of Guardians went out of existence, handing over their work for future conduct to the Councils of Counties and County Boroughs. How will the latter exercise their new functions? Will the change be for better or worse? "Off with the old, on with the new," how will it work? The marvel is that so little interest was taken in this fundamental "general post" in Local Government. Few seemed to note it as a tremendous break with tradition and fever-still as a consolidation of authority in public affairs. What has been said about one change can be said about others, the degree of change involved may differ, but the fact of it is constant.

It is difficult enough for the public official to keep pace with the movement: how much more difficult must

it be for the average citizen whose access to knowledge is limited so strictly. Nevertheless, no citizen can afford to neglect his personal interest in the affairs of Government, whether central or local. It is for him that change is brought about, often as the result of the pressure of the organisations of which he is a member. It is, however, one thing to agitate for change and development but quite another to understand it when it comes along in the form of adminis-

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trative action. Yet it must be understood if it is to have value, moral or material.

The writer would urge the necessity and the value of the study of Public Administration, either as a whole or in some specialised aspect. A better appreciation of Parliamentary practice, the business of the State Departments,

the functions of the Local Authorities, can but stimulate interest and cause the enquirer to renew his respect for our Institutions, whilst reserving his right to criticise them. Criticism arising from knowledge and familiarity will be of the utmost value. Criticism without understanding the machinery of Government is of little use.

The Universities generally made some provision for the study of Public Administration, but it has been left to the University of London to open up a course, leading to a diploma, which External Students may embark upon. The first examination for the Diploma was held in July, 1929, and the syllabus prepared by the University for guidance was of great interest both to public officials and those whom they serve. It was of equal interest to the non-official administrator, offering him a better equipment for the performance of his task. In all, nine subjects were included, namely: (1) Public Administration, Central and Local; (2) Economics, including Public Finance; (3) Social and Political Theory; (4) English Constitutional Law; (5) English Economic and Social History since 1760; (6) the Constitutional History of Great Britain since 1783; (7) Statistics; (8) The History and Principles of Local Government, and (9) Social Administration. For those taking the examination, the first three of these subjects were compulsory, with the choice of a further three from the remainder.

All students of Public Administration do not wish to pursue the subject so far as a University examination, but the establishment of the Diploma in Public Administration is definite evidence of the importance placed upon its study by the University authorities. By their action, impetus is given to prolonged and wide reading in the subject-matter of the syllabus, no less than to a freshening of outlook and a revision of ideas about Government and its implications. If, then, so important a departure has been thought necessary by the University of London, is it not a plain indication of the desirability of extending the study over the widest possible field? Enthusiasts for good government, for better government, for the best government can whet their enthusiasm by systematic contact, both theoretical and practical, with the machinery of Government. Discovering "how it works" was part of our fun in life before we grew up. May we not recapture some of that fun by poking the fingers of the mind into the works of the Government machine? By doing so, we may perhaps light upon a principle, a policy, an administrative detail which, by care and attention, may sweeten life for all of us.



**MUNICIPAL SALARIES.**—Continued from page 117.

committees to watch, equally carefully. The Municipal Commission calls, therefore, not only for the same expert administration and responsibility for the work, such as Industry would require, but also for tact, patience and diplomacy with the governing body—an additional and not negligible load to carry.

**SELF-PROTECTION.**

And in self-protection the Municipal Committee must be able to feel confident that it has the best possible administrator; not only because it is itself inexperienced, and liable to instant change, but because it is also deprived of the yearly balance-sheet and profit-and-loss account of an industrial concern, which indicates, as nothing else can, whether the administration is efficient or not.

To recapitulate, the whole position revolves round this economic indicator, which seems to be the only reliable means that we have of tracing faulty administration, and as much the work of administration consists in dealing with a chain of transactions, none of which is ever exactly the same, and none of which can be done over again, it seems clear that we can take no risks but must look out and secure the best at the market value of the moment.

There is some talk of the Association of Municipal Corporations formulating a scale of salaries applicable to the various administrative posts ensuring uniformity and equal treatment in all our cities and townships. It would no doubt be based upon statistics of population, area, or rateable value, and it would, of course, be helpful as for one Municipality against another. The chief difficulty would appear to be that Municipalities differ in the way in which they divide up the work, and in the posts which they set up, so that the designation of the post is no guide to the duties involved. In any case it is clear that outside industrial competition would still try to secure the best human material and would force Municipalities to follow the market price until such time as the honour and pride of service in local government would carry its own reward.

**West Riding Joint Council.****Salaries and Conditions of Service.**

The West Riding Joint Council has recently published a pamphlet setting out scales of salaries adopted by them.

The scale for males incorporates the scale for the Junior and General Grades which was adopted by the Council in 1925. The following are the scales and the conditions of service which apply:—

Grade A (Juniors).—Age 16, £45; 17, £60; 18, £75; 19, £90; 20, £110 per annum.

Grade B (1).—(General Grade) (To apply to officials carrying out duties of an administrative and clerical nature).—Age 21, £130; 22, £145; 23, £160; 24, £175; 25, £190; 26, £205; 27, £225 per annum.

Grade B (2). (To apply to officials irrespective of age, whom it is not desired to transfer to Grade C, but whose duties and qualifications merit a salary higher than that provided by Grade B (1).)—£230, £245, £260 per annum.

Grade C (To apply to officials irrespective of age with more important duties than those allocated to Grade B, and based on efficiency and the nature of the duties performed).—£240, £255, £270, £285, £300 per annum.

Grade D. (To apply to officials irrespective of age with more important duties than those allocated to Grade C).—£315, £330, £350 per annum.

Grade E. (To apply to posts of special responsibility).—£320, £340, £360, £380, £400 per annum.

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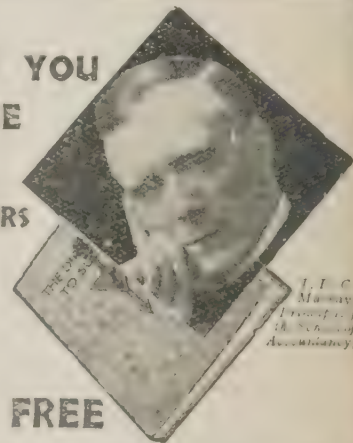
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- Mr. F. Frost, Norwich, to Finance Dept., Norfolk C.C.
- Mr. J. A. Herbert, East Sussex, to County Surveyor's Dept., Westmorland C.C.
- Mr. R. T. Young, Reigate, to Assistant Internal Audit Clerk, Sunderland County Borough Council.
- Mr. A. Motyer, Bognor U.D.C., to City Engineer's Office, Carlisle.
- Mr. H. E. Phillips, Bucks. C.C., to Surveyor's Assistant, New Malden (Surrey).
- Mr. F. J. Thorne, Lymington Borough, to Isle of Wight C.C.
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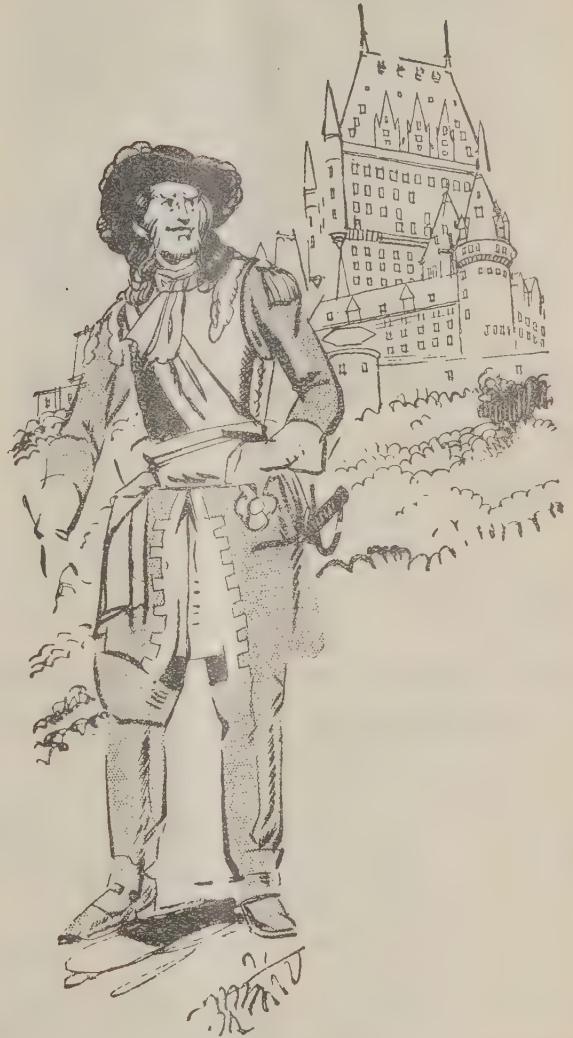


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## Superannuation Order.

### Poor Law Officers' Transfer Values.

The Minister of Health has had under consideration the question of the revision of the Local Government Officers' Superannuation (Transfer Value) Rules, 1924, in relation to the new position created where poor law officers are transferred to the service of County and County Borough Councils by the Local Government Act, 1929, and certain other matters.

The final settlement of the new Rules could not be completed before the 1st April, and the Minister therefore thought it desirable to make supplementary Rules dealing with poor law officers.

From the 1st April, officers under a Local Authority, and who then proceed, within three months, to the service of another authority,

The new Rules (Order No. 71,408) state that:

"The Local Government Officers' Superannuation (Transfer Value) Rules, 1924, (b) shall not apply to the case of an officer of a poor law authority transferred to the service of a local authority by virtue of the Local Government Act, 1929, (c) who, within three months after the 1st day of April, 1930, transfers from the service of that local authority to the service of another local authority."

"The transfer value payable in respect of any such officer shall be such as the Minister shall hereafter determine."

The Minister does not propose formally to determine the transfer value payable in any such case until the expiration of the three months within which transferred officers may elect to remain under the Poor Law Officers' Superannuation Act, 1896.

## Sanitary Inspectors and Health Visitors.

### Salaries in London.

Application was made by the London District Council for approval by the Minister of Health to the scale of consolidated salaries adopted by the Council on the 1st November last so far as it related to the grades in which Sanitary Inspectors and Health Visitors respectively were allocated, namely:

Sanitary Inspectors.—Grade C. £285 by £15 to £450.

Health Visitors.—Grade B. £225 by £15 to £390.

The Assistant Secretary to the Ministry has intimated that the Minister "is prepared to approve salaries on the new consolidated basis where proposals to this end are submitted by Local Authorities in London, but so far as Health Visitors are concerned I am to point out that his approval will not be required after the 31st March next when Part VI. of the Local Government Act, 1929, comes into operation."

A form which Derby officials retiring under the Superannuation Act were asked to fill in was strongly objected to by the Branch and by the East Midland District Committee. The D.O.S. addressed a letter of protest to the Council, and was received by the Salaries and Wages Committee.

13

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## Sports and Recreations.

### Metropolitan District Whist Final.

The Final in the Whist Competition was played at the Paddington Town Hall on March 28th, when Bethnal Green defeated Ealing by 78 tricks. Owing to the unavoidable absence of Mr. Mann, Chairman of the Whist Section, the Cup was presented to the winners by Mr. Maceers, Chairman of the Sports Committee, Worcester Branch Sports.

The Worcester City Sports Section have been very active recently. The City met the County Branch in sporting events, and two very enjoyable evenings were spent. On the 17th of March the City entertained the County at Billiards, and won by 846 to 580. On the 26th the County entertained the City at Badminton and Table Tennis in the Shirehall, before a large and appreciative audience. The City proved successful at Badminton, winning by 5 events to 2, with 2 unfinished, and 12 sets to 6, while the County scored a very easy victory at Table Tennis by 54 games to 10. On Tuesday, April 8th, the City were entertained at Billiards by the Oddfellows at their Club, and a very enjoyable evening was spent. After a series of keenly contested and exciting games the Nalgo had to admit defeat by 556 to 473.

### Southern District Football Cup.

In the paragraph on page 104 of the April issue it was erroneously reported that Berks. County were the victors in the first round of the Southern District Cup. Actually the Bucks. Branch team was victorious. The final was played on the 12th March between Bucks and Hants, the latter Branch winning by 3 goals to nil after a strenuous and enjoyable game.

### Pullinger Chess Cup.

The team entered by the Southwark Branch for the Nalgo Correspondence Chess Competition has won the Pullinger Cup for the year 1929-30 as the result of the final match with Kensington, which resulted as follows:—

| Kensington.     | Southwark.       |
|-----------------|------------------|
| J. Warton ... ½ | W. L. Brierley ½ |
| W. Morrison ½   | A. J. Head ½     |
| R. Howe ... 0   | W. J. Mills 1    |
| W. Boulton ½    | H. Hermann ½     |
|                 | 1½ 2½            |

The cup will be presented during the Annual Conference at Lowestoft at Whitsuntide.

Mr. R. W. BAINTON, of the Borough Treasurer's Dept., Hammersmith, has been appointed Chief Clerk in the Accountant's Dept., Rugby. Mr. Bainton formerly held an appointment under the Wimbledon Borough Council.

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The "Grove Quarterly," the magazine of the Carshalton Branch, is a very happy production. Its purpose is to serve "as a forum wherein the literary and artistic capabilities of our colleagues may be ventilated and exercised." Fleet Street would envy the happy and carefree way in which the Quarterly can libel Branch members.

Mr. H. HARGREAVES, Clerk to the Barking Council, was presented with a gold cigarette case on his retirement on Superannuation; Mrs. Hargreaves received a handsome cut glass vase, whilst two books were presented to Miss Hargreaves by the Staff.

We regret to record the death of Miss E. H. Moorman, a health visitor employed by the Essex C.C. and the Grays U.D.C., who was run down by a motor-car while cycling on the Purfleet-Tilbury arterial road.

We deeply regret to learn of the death of Mr. John Gordon, the Town Chamberlain of Clydebank. Mr. Gordon, who was of a quiet, unassuming and obliging nature, was a loyal member of the Association, and took much interest in its activities.

We regret to record the death of Mr. Arthur Hummings. For over thirty years he was the rating surveyor for the Borough of Hackney, but when the war broke out he early joined His Majesty's forces. In France he was badly gassed and his death at the early age of fifty-seven is the result. He was an Examiner and Lecturer to the Association, a Fellow of the Surveyors' Institution, and was the author of several publications on rating.

We deeply regret to record the death of Mrs. I. Siddall, a prominent member of the Leeds Branch, who passed away, after a short illness, on the 28th February last. Mrs. Siddall was for a number of years a member of the Branch Executive Committee, the Yorkshire District Committee, and the West Riding Joint Council.

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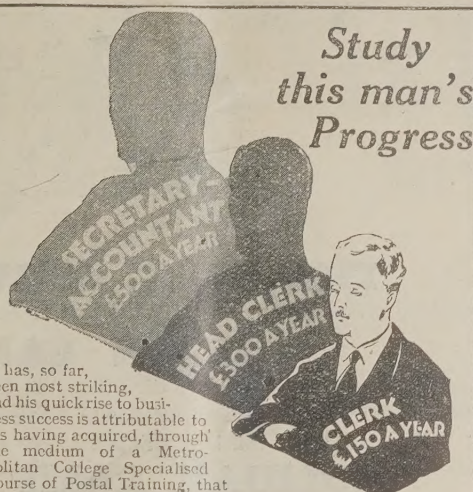
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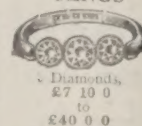


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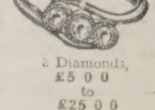
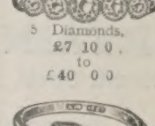
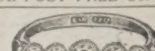
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